

**DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
WASHINGTON, DC 20370-5000**

BUPERSINST 1000.22
Pers-23
12 February 1993

BUPERS INSTRUCTION 1000.22

From: Chief of Naval Personnel
To: All Ships and Stations (less Marine Corps field
addressees not having Navy personnel attached)

Subj: MANAGEMENT AND DISPOSITION OF NAVY PERSONNEL WITH
PSEUDOFOLLICULITIS BARBAE (PFB)

Ref: (a) U. S. Navy Uniform Regulations
(b) OPNAVINST 5100. 19B (NOTAL)

Encl: (1) Pseudofolliculitis Barbae Treatment Protocol
(2) Waiver/Evaluation/Disposition

1. **Purpose.** To provide standardization in the management and disposition of service members with Pseudofolliculitis Barbae (PFB).

2. **Background.** Grooming standards to promote uniformity in the military services have included the requirement to be clean shaven. Reference (a) permits the wearing of mustaches and allows for facial hair for certain medical conditions such as uncontrollable PFB (shaving bumps), severe facial scarring, etc. Reference (b) describes the associated problems of facial hair which may constitute a safety or health hazard for some personnel.

3. **Discussion.** PFB is not a medical problem unless an individual is required to shave daily. This condition affects mainly the neck area but can affect any area of shaved skin. It occurs predominantly in blacks, but members of other races with strongly curved hair may also develop this condition. PFB is a foreign body type of skin reaction. As the sharp lip of closely shaved hair grows out, it curves sharply, forms a loop and penetrates the skin adjacent to the hair follicle. Shaving causes or aggravates the disorder, as only short stiff hairs reenter the skin. No conventional system or schedule of shaving can cure this disorder. However, in most cases it can be controlled.

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4. **Policy.** Medical Department personnel must take necessary steps to educate both the patients and their supervisors regarding the nature and treatment of PFB. Supervisors of individual who are diagnosed with PFB must actively monitor and ensure treatment regimen is followed for those individuals as outlined in this instruction. It is the intent of this policy that a one-time thorough evaluation of each affected member's condition be sufficient. Members will not be required to be reevaluated at any time or recommended for separation, subsequent to final determination, including transfer.

5. **Treatment.** Individuals who state they cannot shave because of facial irritation will be referred to a medical officer for evaluation, diagnosis, and treatment. Enclosure (1) contains the treatment protocol that will be followed by all individuals with a diagnosis of PFB. After a PFB diagnosis has been made, the physician or Senior Medical Department Representative (SMDR) will instruct the patient and designated supervisor on the management and treatment protocol for PFB. Enclosure (2) will be utilized to document the service member's initial condition, progression of treatment, and final recommendation. The original will be placed in the member's health record and a copy will be placed in the member's service record. Individuals who have completed and failed the PFB treatment protocol will be recommended for a permanent "no shave" status. Enclosure (2) must be completed and presented to the commanding officer for action.

6. **Action**

a. Individuals in a temporary or permanent "no shave" status must:

(1) Maintain facial hair not to exceed ¼ inch in length. The beard will not become unkempt in appearance and will not be manicured to any style.

(2) Comply with all treatment protocols.

b. Commands will place emphasis on education, monitoring, and assistance when member is first treated. If the commanding officer determines that a permanent "no shaving" status is detrimental to good order and discipline or affects the member's ability to perform military duties, he/she may submit a recommendation to the Bureau of Naval Personnel (BUPERS) (Pers-282) for "Administrative

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Separation By Reason of Pseudofolliculitis Barbae (PFB)."
In all cases, the final determination rests with BUPERS
(Pers-2). The recommendation will contain the following
information:

(1) A certified copy of the Shaving
Waiver/Evaluation/Disposition Form (enclosure 2).

(2) Commanding officer comments relative to his/her
recommendation. Documentation of command impact of
inability to perform military duties must be provided.

(3) A statement from the service member, if so
desired. If member declines to submit a statement, it must
be so stated.

(4) A "close-up" photograph of good quality which
clearly depicts the member's PFB lesions.

c. BUPERS (Pers-282) will:

(1) Consider each case on a "case by case" basis.

(2) Notify the parent command of final disposition.

d. BUPERS (Pers-61) will monitor the program as part
of the Navy Affirmative Action Plan (NAAP).

e. The Medical Officer and the member's command will
document the final determination in the health and service
records of the member. A copy of enclosure (2) will be
filed in the service record, below the Performance Data
Section in the case of enlisted members, and
chronologically with service record page 13's, in the case
of officers.

7. **Form.** NAVPERS 1000/1 (1-93), Pseudofolliculitis
Barbae (PFB) Shaving Waiver/Evaluation/Disposition, will be
available from BUPERS, Recruiting Programs and Policy
Branch (PER-231), Washington, DC 20370-2310.



R. J. ZLATOPER

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PSEUDOFOLLICULITIS BARBAE (PFB) TREATMENT PROTOCOLPHASE I: Control of mild cases (less than 20-30 small papules or rare pustules)

1. Totally avoid shaving for 3 to 4 weeks until all lesions have subsided, while applying Vioform-HC cream (NSN 6505-00-074-9912) to involved skin each morning.
2. To soften whiskers, begin a nightly application of Retin-A Cream 0.05 - 0.1% (NSN 6505-01-044-9389, .05%) (NSN 6505-01-044-9388, .1%) to beard skin while beard is growing out. Use as tolerated.
3. Circular brushing of beard area with soft brush (polyester skin cleaning pad) or medium firm toothbrush, four times a day for 3 to 5 minutes.
4. Once shaving bumps subside, avoid close shave by following the steps below.
 - a. Water soften beard first with hot, wet washcloth for 5 minutes.
 - b. Use lubricating shaving gel.
 - c. Avoid close shave by using a PFB Razor.
 - d. Shave with the grain of the beard and do not stretch the skin. Use only one stroke over each area of the beard.
 - e. Shave only every 2 to 3 days.
5. Instead of following the steps in paragraph (4), use an electric razor on high setting to avoid close shaving and:
 - a. Prepare beard with electric razor pre-shave.
 - b. Do not stretch skin while shaving.
 - c. Shave with the grain of beard growth.
 - d. Avoid multiple repetition of strokes in the same area.
 - e. Do not Dress razor head hard against the skin.

Enclosure (1)

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f. Shave every other day.

6. After shaving, rub in Vioform-HC cream at the first sign of irritation, tenderness or new papule formation.

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PHASE II: Control of moderate cases (20-60 papules with
pustules) or cases unresponsive to Phase I

1. Continue Phase I steps 1, 2, and 3.
2. To remove whisker and leave blunted end, use either (a) or (b) below:
 - a. Barium sulfide depilatory - very mild to strong.
 - (1) Use only every 48-72 hours.
 - (2) Use mildest form that works.
 - (3) Apply to small areas at a time (1/4 - 1/2 of face) and start removal no later than 3 minutes after application.
 - (4) Remove with spatula, butter knife, tongue blade, or other blunt straight edge.
 - (5) Use short, rapid strokes against the direction of hair growth. Keep shaving instrument moist but wiped clean.
 - (6) If some hairs remain, repeat after 30-60 seconds. Wait if within 3 minutes of original application.
 - (7) Rapid and thorough rinsing, with soap washes between rinses, two to three times daily
 - (8) Neutralize depilatory with a diluted vinegar solution (1 teaspoon per pint of water) then rinse again thoroughly with tap water.
 - (9) Apply Vioform-HC cream if irritation develops.
 - b. Calcium triglycolate depilatory.
 - (1) Apply to bearded areas.
 - (2) Leave on 5 to 10 minutes.
 - (3) Use spatula, tongue blade, butter knife, or other blunt straight edge to remove material with strokes against the direction of hair growth.

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- (4) Rinse thoroughly 2-3 times.
- (5) Apply Vioform-HC cream if irritation develops.

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PHASE III: Control of severe cases or in those cases
unresponsive to Phases I and II

1. Continue Phase I, steps 1, 2, 3, and 6.
2. Use barber's clipper (with clipping guard) to prevent a closer than 1mm cut of whisker hair.
3. Hold clipper close to face and slowly glide along facial contours against the direction of hair growth.
4. Do not stretch skin nor press hard against the skin with the clippers.
5. Use clippers on a daily basis.

PSEUDOFOLLICULITIS BARBAE (PFB) SHAVING WAIVER/
EVALUATION/DISPOSITION

NAME		(LAST)	(FIRST)	M. I.	SSN
<u>MEDICAL OFFICER INITIAL EVALUATION</u>					
<input type="checkbox"/> No PFB or other medical condition that prevents shaving					
<input type="checkbox"/> Pseudofolliculitis Barbae (PFB)					
<input type="checkbox"/> Facial Nodulocystic Acne					
<input type="checkbox"/> Other: _____					
NAME OF MEDICAL OFFICER/RANK				SIGNATURE/DATE	
Due to the medical condition as specified above, NO SHAVING of facial hair is recommended on a temporary basis for:					
SPECIFY PERIOD OF TIME				TITLE/SIGNATURE/DATE	
<u>MEDICAL OFFICER//SMDR DOCUMENTATION OF PFB PROTOCOL COMPLETION</u>					
<input type="checkbox"/> PHASE I		SIGNATURE/TITLE		DATE	
<input type="checkbox"/> PHASE II		SIGNATURE/TITLE		DATE	
<input type="checkbox"/> PHASE III		SIGNATURE/TITLE		DATE	
<u>FAILURE OF PFB PROTOCOL RECOMMENDATION</u>					
This Navy member has failed the established PFB protocol. A permanent "No Shave" status is recommended.					
SIGNATURE/ TITLE				DATE	
<u>COMMANDING OFFICER DECISION:</u>					
<input type="checkbox"/> A permanent "No Shaving" status is authorized.					
<input type="checkbox"/> Refer to BUPERS for Administrative Separation.					
NAME/ RANK/ TITLE				SIGNATURE/ DATE	